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CAREER SERVICE PANEL  
Minutes of the Meeting  
2 February 1970

Attendees:



Chairman

25X1A9a

Recording Secretary

1. The Chairman called the meeting to order at 0905 hours.
2. There were no additions to the agenda for 2 February 1970.
3. There were no additions or corrections to the minutes for 5 January 1970. Minutes were approved as written.

25X1A9a 4. [REDACTED] reported the following:

PROMOTIONS:

- 25X1A9a a. [REDACTED] Secretary Steno, GS-6 to GS-7, Support Staff/ORD.  
25X1A9a b. ORD Personnel has had no word on promotion actions for Messrs. [REDACTED] from Office of Personnel as of this date.

QUALITY STEP INCREASE:

- 25X1A9a a. [REDACTED] Secretary Steno, GS-7, step 7 to GS-7, step 8, RP/ORD.

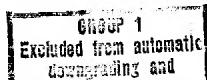
ADDITIONS:

- 25X1A9a a. [REDACTED] Phys Scien-Res., AP/ORD - GS-13, step 3, EOD - 1/18/70.  
25X1A9a b. [REDACTED] Phys Scien-Res., RP/ORD - GS-12, step 2, EOD - 1/18/70.

TRANSFER:

- 25X1A9a a. [REDACTED] Secretary Steno, GS-5 to Office of Security from D/ORD on 1/30/70.

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RESIGNATION:

- a. A [REDACTED] Clerk Typist, GS-4, D/ORD from LWOP/Maternity on 25 January 1970.

ADVANCE TRAINING NOTICES:

- a. Intelligence Review Course (held twice a year). Next running will probably be in April. It is for middle-grade and senior officers who have been with the Agency five years. It is given in the Washington area. Covers Agency's development under the central intelligence concept, changes in functions of the intelligence community, recent organization developments to meet current and future responsibilities, problems of coordination and future trends in intelligence.

ORD HAD NO CANDIDATES LAST YEAR.

- b. Senior Management Seminar (Planning) 5 - 10 April running last year.

25X1A9a

[REDACTED] ATTENDED LAST APRIL.

- c. Executive Seminar Centers - Berkeley, California; Kings Point, New York - 1971.

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5. The Career Service Panel then took up consideration of promotion action for [REDACTED] from GS-14 to GS-15. In the discussion, it was noted that [REDACTED] works as a consultant for [REDACTED] consulting is in the very broad, unbounded subject of aerodynamics. [REDACTED] told the Panel that AP has no contracts with [REDACTED]. [REDACTED] stated that the Agency does have contracts with them. [REDACTED] pointed out that legally there is no conflict of interest. Anytime ORD has a contract with [REDACTED] there would be a check-up on this association. [REDACTED] further stated that if something like this does come up, it will be checked. [REDACTED] stated that it was not a matter for the Board except to note it.

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To [REDACTED] question on more information in reference to paragraph 3 of memorandum recommending [REDACTED] for promotion, [REDACTED] answered that [REDACTED] has had several job offers including a continuous one from [REDACTED] since he has a very demanding family financial situation, this could lead to his leaving. This fact is secondary to the fact that he has truly earned a promotion.

25X1A9a

[REDACTED] again expressed concern about [REDACTED] association with [REDACTED] and asked if the CSP should be more concerned about this. He asked if there was a check on the continual activity. Mr. [REDACTED] stated that this association has been reviewed and approved by the OGC.

25X1A9a

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25X1A9a

25X1A9a<sup>5</sup> (Continued)

25X1A9a [REDACTED] stated that if [REDACTED] received the promotion, he could discuss with him the dropping of his association with [REDACTED] 25X1A5a2

25X1A9a [REDACTED] stated that if the fact that a regular staff employee can act as a consultant gets to the other men in ORD, then they will probably want to do something like this too. 25X1A5a2

25X1A9a [REDACTED] stated that [REDACTED] is used by [REDACTED] as a mathematician and general problem solver. He does this work in the evenings. Mr. [REDACTED] also stated that [REDACTED] an independent consultant working for [REDACTED] and AP/ORD, work on computer problems in the evenings in the ORD IPRD facility. 25X1A5a2

25X1A9a [REDACTED] commented that his impression of [REDACTED] was that he seems to be an individualist. [REDACTED] asked if [REDACTED] had managerial or supervisory ability. [REDACTED] stated that when he hired [REDACTED] he was supervising a team of seven people at [REDACTED]. Since he has come to AP/ORD, he has been working primarily as a problem solver. 25X1A9a

25X1A9a [REDACTED] went on to describe [REDACTED] duties, mentioning that [REDACTED] did set up his work very thoroughly. [REDACTED] stated he has seen him pull together associates in AP on a problem. He further stated that [REDACTED] was not very patient with people who weren't very smart. 25X1A9a

25X1A9a He stated that [REDACTED] was doing a superlative job with [REDACTED] and the handling of their people. He mentioned AP's effort to get [REDACTED] to use internal funds to work on a problem for the future. They used \$30K of their own money on [REDACTED] proposal. 25X1A5a2

25X1A9a [REDACTED] stated he felt the Panel was discussing a problem entirely separate from the promotion action --if there is anything wrong with being a consultant, it should be discussed at another time. 25X1A5a2

25X1A9a [REDACTED] repeated that he didn't think this should be discussed by the Panel. 25X1A9a

25X1A9a [REDACTED] stated he was concerned with what is going on underneath the approval. It has a very strong bearing on [REDACTED] being promoted to a GS-15. [REDACTED] stated that he has seen no single instance of conflict of interest based on [REDACTED] association with [REDACTED]. With respect to the computer program, [REDACTED] stated he is informed on the specific reasons for its use. He went on to say, "the very intangible things that could rest beneath the surface - they should be of concern, but I think you would have to 'dig deep' in this case." 25X1A5a2

25X1A9a [REDACTED] stated that this general issue will be brought up with Mr. Chapman in open discussion at the ORD Staff Meeting.

5. (Continued)

25X1A9a

25X1A9a [REDACTED] stated his feelings about [REDACTED]. He felt that  
25X1A9a [REDACTED] is an office asset. He stated that the Panel should look  
at this man in line of other people in ORD. He stated few ORD people  
25X1A9a put into their job as much as [REDACTED]. He felt that [REDACTED] 25X1A9a  
is one of the few - if not the only scientist in ORD. He felt there  
was no conflict of interest on the part of [REDACTED] 25X1A9a

25X1A9a [REDACTED] stated that this concern was not aimed at one individual,  
but he was looking at it from an Agency viewpoint. [REDACTED] 25X1A9a  
stated that any outsider (Congressman, etc.) could question this  
situation and ORD could never prove this was not wrong.

25X1A9a [REDACTED] stated that [REDACTED] flexibility and versatility to 25X1A9a  
work on anything, and his willingness to do it well turns out to be  
25X1A9a his real value. [REDACTED] went on to inform the Panel about three  
25X1A9a papers written by [REDACTED]

25X1A9a [REDACTED] asked if [REDACTED] was jumping from problem to 25X1A9a  
problem in wide diversified areas and never sticking to any one  
project to finish it. [REDACTED] stated he didn't think this was so. 25X1A9a  
25X1A9a To the question of whether (a) [REDACTED] had a strong viewpoint such  
as "play it my way or I won't play," and (b) overall effectiveness. 25X1A9a  
25X1A9a [REDACTED] answered that, unfortunately, [REDACTED] is right most of 25X1A9a  
the time when he argues with you! [REDACTED] stated the question 25X1A9a  
remains not that of argument but "I won't play," and as to whether  
the organization benefits - not whether he is right or wrong!

25X1A9a [REDACTED] stated if there is a problem of taking a GS-15 from  
any division, let's look at who else is going to have promotions to  
a GS-15.

25X1A9a [REDACTED] stated his intent to recommend promotion for [REDACTED] 25X1A9a  
25X1A9a [REDACTED] to a GS-15 on the regular schedule. 25X1A9a

The question of headroom was brought up, and [REDACTED] stated  
the Panel was governed by its charter to make promotion recommendations  
with a statement to Mr. Chapman about headroom; then, it becomes a  
problem for D/ORD.

25X1A9a [REDACTED] stated that, "D/ORD looks at this as an office problem.  
The Panel should look at the man. The administerial and managerial  
problems are for the D/ORD. The Panel should not try to manage the  
structure of the office. We must retain our position as a Panel and  
not work on the managerial problems. If [REDACTED] is recommended for 25X1A9a  
promotion then this represents another problem for D/ORD. It is up  
to Mr. Chapman to find the solution whether it is an SPS, etc."

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5. (Continued)

25X1A9a [REDACTED] moved that CSP recommend [REDACTED] /AP/ORD 25X1A9a  
25X1A9a for promotion from GS-14 to GS-15. [REDACTED] seconded the motion. Seven 25X1A9a  
members voted in favor and two opposed the recommendation. [REDACTED] 25X1A9a  
voted against the promotion because he believes [REDACTED] did not 25X1A9a  
exercise judgment befitting a GS-15 in becoming a consultant for a company 25X1A9a  
that has had contracts in the past, and would want contracts in the future, with ORD and with AP/ORD. [REDACTED] 25X1A9a stated he felt the same based upon the grade criteria established by the Panel. Mr. 25X1A9a  
[REDACTED] 25X1A9a felt that [REDACTED] measured up in the technical capacity 25X1A9a  
only, but in other categories he was not GS-15 caliber. [REDACTED] 25X1A9a  
asked to go on record objecting to the criticism of [REDACTED] judgment 25X1A9a  
since there was satisfactory evidence presented to make the case. Motion carried.

25X1A9a [REDACTED] stated he would like to go on record as stating that the matter of ORD having professional staff people serve as consultants is a questionable and unwise policy.

25X1A9a 6. [REDACTED] moved that ORD further investigate whether or not it is desirable to have professionals on the staff to serve as consultants with Agency contractors. [REDACTED] raised objection to the question. No vote was taken.

25X1A9a 7. [REDACTED] DD/OSI and DD/S&T Representative on the Agency Retirement Board addressed the Panel on Agency retirement and the Agency's unique treatment of the retirement policy of the Federal government. (See Attachment 2 for a report on this part of the meeting. This was an off-the-record discussion and the remarks were not taken verbatim.)

8. There were no ORD nominees for the External Management Course.

25X1A9a 9. [REDACTED] wished to go on record as having withdrawn from the Federal Executive Institute course. [REDACTED] stated that he had interest in the seminars for 1971. [REDACTED] said he would like to talk to D/ORD about attending this course.

25X1A9a 10. [REDACTED] reported on Agency policy concerning the hiring of clerical help and the procedures followed when they come on board. (See Attachment 3)

25X1A9a 11. [REDACTED] questioned Agency policy on computing moving expenses for new ORD employee, [REDACTED]. [REDACTED] provided some answers; this will be pursued further outside CSP.

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12. The next CSP meeting was schedule for 2 March 1970 at 0900 hours.

13. The Chairman requested the Recording Secretary to include on the agenda for 2 March, a further discussion on Agency retirement policy. He asked that the Panel members submit suggestions to DD/ORD on how ORD should move in making known their feelings on this matter.

14. Meeting adjourned at 1135 hours.

25X1A9a

Executive Secretary /  
Career Service Panel/ORD

APPROVED:



Chairman/CSP/ORD

25X1A9a

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